ROLE PROFILE

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| Title | Safeguarding and PSHEA Culture Advisor  |
| Functional Area | Global Safeguarding and PSHEA Unit |
| Reports to | Global Safeguarding and PSHEA Director |
| Location | Flexible, where Plan International has a legal entity | Travel required | Some |
| Effective Date |  | Grade | 4 |

role PURPOSE

Plan International is an independent development and humanitarian organisation that advances children’s rights and equality for girls.

Working together with children, young people, our supporters and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children. We have been building powerful partnerships for children for over 80 years and are now active in more than 70 countries.

Plan International has a zero-tolerance policy towards violence against those we serve (children, young people and adult beneficiaries) by our staff, associates and visitors and any staff on staff violence. We are fully committed to providing a safe, protective and supportive environment for all and promoting their welfare, regardless of gender, race, ethnicity, sexual orientation and other differences. A culture in which a safe and respectful environment, and positive recognition of differences are all cultivated.

Plan International has progressively evolved an intersectional, inclusive approach to safeguarding and PSHEA fully recognising the impact and implications of privilege, power and bias on the implementation of safeguarding and creating a safeguarding culture.

We understand that strengthening our approach to safeguarding and preventing sexual harassment, exploitation and abuse (PSHEA) requires that we recognise the structural inequalities within the organisation, in our own social spheres (staff and partner staff) and within the communities where we work that contribute to inequality and discrimination.

Consequently, we are taking a firm stand in rooting out the causes of abuse of power, looking at how it manifests itself and how we contribute to the problem, intentionally or unintentionally and what we can do to address it.

As the Safeguarding Culture Advisor, this role will work closely with the Director of Global Safeguarding and PSHEA to strengthen the organization’s and safeguarding and PSHEA culture.

The focus will be on ensuring appropriate structures and actions are in place to raise awareness, and build capacity, which are consistent, and in line with sector best practice in achieving sustainable safeguarding and PSHEA culture change underpinned by intersectional feminist principles.

This role will support the identification and work required (such as training, support, information sessions, policies, guidance and reporting) in order to achieve the over-riding objective. This role is also intended to strengthen PIan International’s commitment to a safe and respectful and inclusive culture ensuring the safeguarding and respecting all children and programme participants irrespective of gender, race, sexual orientation, age and other differences.

The role will also provide general support on all areas of safeguarding and PSHEA as requested by Unit team members.

Dimensions of the Role

* Support the Director of Global Safeguarding and PSHEA with the development and implementation of a strategy to improve, strengthen and promote a safeguarding culture underpinned by Plan International’s intersectional feminist principles. A culture on which we own our responsibilities to ‘create environments where it is safe to address structural inequalities, challenge issues of power and bias and promote equality for children and programme participants in all their diversity; and our [i.e. staff] behaviour demonstrates the safeguarding values and principles of the organisation’ (as outlined in our Global Safeguarding Policy).
* Promoting and delivering on training programmes to enhance employee understanding on issues which hinder safeguarding and PSHEA culture (e.g. the Power, Privilege and Bias workshops, Anti-Racism workshops, Masculinities for PSHEA workshops, Exploring the Power Within and Honouring the Call of the Self)
* Proactively work and collaborate with other members of the Global Safeguarding Unit and relevant Plan International Functions (e.g, Global Gender Equality and Inclusion Team and HR) to develop and promote a culture committed to and supportive of safe, respectful and inclusive environments and PSHEA
* Work with other relevant external organizations and agencies, to share good and promising practices and ensuring we remain abreast of sector initiatives to achieve an inclusive safeguarding and PSHEA culture applied with an intersectional lens and ensuring that the Director of Global Safeguarding and PSHEA is kept informed of such initiatives.
* Supporting other Global Safeguarding Unit interventions as required
* No budget responsibility
* No direct reports

Accountabilities

Safeguarding and PSHEA Culture Strategic work

* Working with the Director of Global Safeguarding and PSHEA on the design and delivery of effective strategies, interventions, projects, tools, and training packages for improving the organization’s intersectional inclusive safeguarding and PSHEA culture.

**Approaches should ensure that a safe, respectful and inclusive safeguarding and PSHEA culture remains a governance priority and is mainstreamed in offices ensuring that;**

* + staff and associates understand and remain conscious to the use and abuse of power, privilege and bias (including specific areas such as sexism, racism, homophobia and discrimination based on areas such as disability, age etc) and the impact on safeguarding and PSHEA.
	+ offices undertake efforts to recognise the direct impact and implications that the abuse of power, privilege and bias have on our ability to ensure a safe, inclusive and respectful environment for children and programme participants.
	+ Leaders and managers understand their roles and responsibilities for setting high standards on a culture which upholds our Safeguarding and PSHEA commitments including those in relation to non-discrimination and positive use of power and privilege and are supported to recognise barriers to this
	+ the means and tools are available to support the questioning and challenging negative power dynamics, behaviours, views or ways of working that do not serve a safeguarding and PSHEA culture – particular focus will be placed on the use and delivery of the Power, Privilege and Bias workshops, Anti-Racism workshops, Masculinities for PSHEA workshops and use of the Safe Culture Assessment tool.
* Develop an understanding of the different cultures and working collaboratively with other members of the Global Safeguarding Unit and the top level Safeguarding Focal Point Group so as to ensure that approaches developed to strengthen organizational culture on safeguarding and PSHEA and ensuring a safe, respectful and inclusive environment is relevant, robust and informed.
* Develop systematic monitoring and evaluation mechanisms and systems to measure and provide feedback on the organization’s progress towards achieving a culture which is supportive of safeguarding and PSHEA .
* Other work as identified and delegated by the Director of Global Safeguarding.

# Performance

* Design, develop and deliver sessions on creating safe environments and recognising the impact and implications of power, privilege and bias on our ability to safeguard children and programme participants in all their diversity and barriers to this using various modalities (self-directed, online, and face to face, communication packages) and for various audiences. Particular focus will be placed on the delivery of:
	+ Power privilege and bias workshops
	+ Anti-racism workshops
	+ Masculinities for PSHEA workshops
* Ensure the organisation has in place relevant standards and benchmarks to effectively monitor and measure its progress towards the creation of a safe and respectful safeguarding and PSHEA culture. Particular focus will be placed on the use safe culture assessment tool, and support on recommendations made via this.
	+ Act as an ambassador and role model for Plan’s values and the implementation of Plan International’s Safeguarding, PSHEA and Values policies at all times. This may involve making use of appropriate internal platforms and events (e.g. department meetings, staff inductions etc) to raise awareness on and increase commitment to these policies.
	+ Actively engaging, influencing and supporting managers and staff to ensure a safeguarding and PSHEA culture and environment which acknowledges power, privilege and vulnerability, ensures the positive use of power and privilege and does not tolerate, sexual harassment or discrimination.
	+ Challenge abuse of power in any form and confront both overt and subtle forms of behavior which goes against our safeguarding, PSHEA and intersectional feminist principles
	+ Facilitate or support the facilitation of courageous conversations on norms and behaviours which are not in line with our safeguarding and PSHEA commitments including in relation to abuse of power and privilege and discrimination.
	+ Sets a baseline for assessing progress on Plan International’s performance on the attachment of a safeguarding and PSHEA culture
	+ Promote information sharing and thoughtful dialogue across Plan International on a safeguarding and PSHEA culture.
	+ Enable a continuous culture of self-reflection and improvement in relation to a safe culture (this will include gender equality and inclusion and through an intersectional lens) in in our ways of working and our interventions.

Key relationships

* Director of Global Safeguarding and PSHEA (high)
* Equity, Diversity and Inclusion Specialist (People & Culture) (medium)
* People and Culture L&D teams for support to awareness and training (medium)
* Global Safeguarding Unit (High)
* Global and Regional Hubs DRM teams (low)
* Regional Leadership Team (low)
* Regional and Country HRMs (low)
* National Organisation Safeguarding Focal Points (medium to low)
* Country Office safeguarding focal points (medium to low)
* Country Directors (low)
* Affinity groups (e.g, gender, people of colour, disabilities, LGBTQI) (medium to high)
* Other organisations and forums externally, for coordination, collaboration, learning, advocacy, and resource mobilization (medium to low)

Technical expertise, skills and knowledge

**Essential**

* In-depth knowledge of organisation’s own safeguarding, PSHEA, CoC, gender and inclusion policies strategy, tools, procedures and other strategic guidance in relation to safeguarding and PSHEA.
* Understanding of Plan International’s values and commitment to promote safeguarding, PSHEA and equality, including gender and race equality, inclusion and girls’ empowerment extends to associates and external partners.
* Relevant qualifications or experience in culture change management– particularly as it relates to ensuring it is underpinned by intersectionality/intersectional feminist principles
* Relevant qualifications and/or experience in coaching and/or counselling/psychotherapy
* Ability to distinguish and describe key gender equality and inclusion concepts (including equity, discrimination, inclusion, exclusion, gender, social and gender norms, root causes and transformation).
* Solid experience in understand and working with the concepts of organisational cultures – particularly as it relates to intersectionality/intersectional feminist principles
* Solid experience of working in an international context on Gender Based Violence and PSHEA. Safeguarding and Child Safeguarding/Protection is also desirable.
* Solid experience in safe participation and engagement of young people
* Have good problem-solving skills with demonstrated ability to analyse information and develop innovative solutions that will enable changes in organisational culture
* In-depth understanding of how gender, age, race and other socio-cultural factors intersect to effect access to rights.
* Understands ways in which and reasons why culture and mindset changes are resisted at various levels and particularly within organisations.
* Understanding of models of behaviour change.
* Good interpersonal skills with the ability to communicate, negotiate and influence at all levels, taking into account cultural and language difficulties.
* Ability to use effective approaches to prevent, challenge overt and subtle forms of inequality, exclusion and/or discrimination in the programming and influencing work, interventions.
* Ability to have difficult conversations, challenge thinking and current norms within the workplace.
* Passionate about safeguarding and PSHEA
* Excellent interpersonal skills and collaborative style
* Diplomatic, culturally and politically sensitive
* Ability to establish credibility and be decisive
* Ability to look at situations from several points of view.
* Holds self and others to account to deliver on agreed goals and standards of behaviour
* Fluent in English and skills in Spanish and/or French highly desirable.

**Desirable**

* Experience of working within the development or humanitarian sector and/or complex global organisations.
* International work experience, in relation to human resources.
* Ability to identify diverse, relevant external actors to work with and understand the purpose and implications of working with them.

Plan International’s Values in Practice

**We are open and accountable**

* Promotes a culture of openness and transparency, including with sponsors and donors.
* Holds self and others accountable to achieve the highest standards of integrity.
* Consistent and fair in the treatment of people.
* Open about mistakes and keen to learn from them.
* Accountable for ensuring we are a safe organisation for all children, girls & young people

**We strive for lasting impact**

* Articulates a clear purpose for staff and sets high expectations.
* Creates a climate of continuous improvement, open to challenge and new ideas.
* Focuses resources to drive change and maximise long-term impact, responsive to changed priorities or crises.
* Evidence-based and evaluates effectiveness.

**We work well together**

* Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
* Builds constructive relationships across Plan International to support our shared goals.
* Develops trusting and ‘win-win’ relationships with funders, partners and communities.
* Engages and works well with others outside the organization to build a better world for girls and all children.

**We are inclusive and empowering**

* We empower our staff to give their best and develop their potential
* We respect all people, appreciate differences and challenge equality in our programs and our workplace
* We support children, girls and young people to increase their confidence and to change their own lives.

Physical Environment

Typical office environment with some travel to National, Country and/or Regional Offices as required.

Language

Proficiency in spoken and written English. Additional language highly desirable e.g. French, Spanish, Arabic, Portuguese…

Level of contact with children

Low contact: No contact or very low frequency of interaction